

**NURSING SUPPLY & DEMAND COUNCIL
2016 ANNUAL REPORT
SUBMITTED TO HEALTH WORKS COMMISSION
March, 2017**

Executive Summary

The Nursing Supply & Demand Council (NSDC) is pleased to submit a report of its activities for year 2016 and projected initiatives for 2017. The charge of the Council is to study all aspects of supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides. Information of Louisiana's nursing workforce was obtained from the Louisiana State Board of Nursing (LSBN), Louisiana State Board of Practical Nurse Examiners (LSBPNE) and LA Department of Health (LDH).

In the face of the ongoing demand for nurses at all levels, the Council continues to have concerns about the following:

- The shortage of faculty;
- The number of qualified students not admitted;
- The lack of funding for nursing education;
- Although there have been some small successes, there continues to be challenges related to the diversity of Louisiana's nursing workforce.

Activities

The NSDC, representing 17 organizations and institutions State-wide, held a total of four meetings from January through December, 2016. During 2016, the NSDC accomplished the following collaborative activities:

- I. Reviewed updates and reports from LSBN and LSBPNE regarding the supply of APRNs, RNs, and LPNs and made appropriate recommendations based on findings from these reports.
- II. Reviewed and synthesized the following reports from the Louisiana Center for Nursing (LCN) and discussed their implications for nursing practice and education:
 - Nursing Education Capacity and Nursing Supply Report
 - A snapshot (Infographic) about Louisiana's RN and APRN nursing education capacity and supply for 2015.
- III. Collaborated with the Louisiana Council of Administrators of Nursing Education (LACANE) supporting its proposal that was funded by the Health Works Commission to address the demand for qualified Masters and Doctoral prepared faculty needed to teach in Louisiana's pre-RN licensure programs. Proposal title: Tuition Reimbursement for Nurse Educators Year Three sponsored by LACANE - Funding Amount \$105,000.00.

- IV. Received updates on projects which focused on retaining new nurses and building pipeline for a diverse nursing workforce:
 - Lafayette General Medical Center Nurse Residency Program Overview
 - A Pilot Project entitled Nursing as a Career Choice for Hispanic High School Students funded by the Louisiana Action Coalition (LAC)
- V. Prepared and submitted the 2016 NSDC Annual Report to Health Works Commission (HWC).

Key Findings Pertinent to the Council's Charge

I. Admission and Enrollment

- A. In 2015, there was a one percent decrease in the number of students enrolled in post-secondary education settings in Louisiana that declared nursing as their major (12,420 in 2015 compared to 12,575 in 2014).
- B. In 2015, pre-RN licensure programs in Louisiana admitted 66% of the qualified applicants, yet 34% (1,376) were not accepted. A lack of budgeted faculty positions remains the number one reason identified by deans and directors as to why qualified applicants were not admitted. A lack of available qualified faculty and faculty salaries that are not competitive came in second and third place.
- C. In 2015, there were 5,599 students enrolled in Louisiana's pre-RN licensure programs which reflect a four percent decrease in enrollment compared to a one percent decrease in the previous report year.
- D. Two-thirds (67%) of the students were enrolled in baccalaureate programs, 32% in associate degree programs, and one percent in the state's only diploma program.
- E. In 2015, there was an overall 17% decrease in the number of students enrolled in Louisiana's APRN programs compared to an eight percent decrease between 2013 and 2014. There was a 19% decrease in the number of students enrolled in NP programs, compared to a 9% decrease in the previous report year. The number of students enrolled in CRNA programs increased by one percent in comparison to a less than one percent decrease in 2014.
- F. Licensed Practical Nursing Programs admitted 37% of qualified practical nurse (PN) applicants. This was an 11.9 % decrease in the number from the previous year. The decrease is due partly to the shortage of qualified nurse educators. The average age of faculty continues to increase. When recruiting new potential educators, the low faculty salaries are cited as a reason for taking positions in other settings of nursing.
- G. In 2015-2016, 894 students withdrew from LPN programs in Louisiana with 71% of the students withdrawing because of academic performance.

II. Graduation

- A. There were 2,074 graduates from Louisiana's pre-RN licensure programs in 2015 which reflects a less than one percent decrease from the previous year. Sixty-two percent of the 2,074 graduates were from baccalaureate programs, 37% were from associate degree programs, and one percent from the one diploma program.
- B. There was less than a one percent (0.2%) increase in the number of graduates from BSN programs in 2015, a one percent decrease in the number from Associate Degree (AD) programs, and a four percent decrease in the number of diploma graduates. It is interesting to note that over the previous five years there has been a 30% decrease in the number of graduates from AD programs.
- C. In the 2014-2015 report year, there was a total of 346 graduates from Louisiana's APRN programs which represents a one percent increase when compared to the 342 graduates in the previous report year (2013-2014). The majority of the graduates were from NP programs (80%) and CRNA programs (19%). The number of CNS graduates went from one in 2014 to five in 2015.
- D. In 2015-2016, there was a total of 954 graduates from Louisiana PN programs which represents a decrease of five percent when compared to the 1,010 graduates in the previous report year (2014-2015).

III. Pass Rates

- A. The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs continues to exceed that of the nation. The overall national passage rate on the NCLEX-RN for 2015 was 84.51%. Louisiana's passage rate was 89.29%.
- B. There was a nine percent increase in the number of students graduating from baccalaureate programs that passed the NCLEX-RN Exam in 2014-2015. Over the past five years there has been a 13% increase in the number of graduates from BSN programs passing the NCLEX-RN exam, which is in contrast to a decrease in the number of Diploma and AD graduates passing the exam, 14% and 33%, respectively.
- C. In 2014-2015, 339 APRN candidates completed their respective certification exams and 326 candidates successfully passed resulting in a 96.17% passage rate for the state.
- D. The 2015 NCLEX-PN passage rate was 84.29% compared to the national passage rate of 83.70 percent. The passage rate on the NCLEX-PN for graduates from Louisiana's PN licensure programs has exceeded the national average since 1994.

IV. Licensure

A. RNs

In 2015, 63,396 nurses held a license to practice as an RN in Louisiana. Of the 63,396 RNs holding a Louisiana license who indicated their parish, 54,696 (86%) lived in Louisiana, while 8,700 (14%) reported home addresses outside of Louisiana. Over the

past year, there was a two percent increase in the overall number of RNs holding a license to practice nursing in Louisiana, a two percent increase in the number of RNs licensed and residing in Louisiana, and an one percent increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana.

B. APRNs

In 2015, there were 4,782 APRNs licensed and residing in Louisiana which represents a seven percent increase in the number of licensed APRNs residing in Louisiana since the previous year and a 35% increase since 2011. Sixty six percent (3,179) of the licensed APRNs residing in Louisiana were NPs, 28% (1,316) were CRNAs, three percent (146) were CNSs, and approximately one percent (42) were CNMs.

C. LPNs

In 2015 – 2016, 22,612 nurses held a license to practice as an LPN in Louisiana which reflects approximately a two percent decrease in number when compared to the previous year (23,054). Of the 22,612 LPNs holding a Louisiana license, 20,646 (91.3%) lived in Louisiana, while 1,966 (8.7%) reported home addresses outside of Louisiana

V. Faculty

- A. There were a total of 450 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15th, 2015 compared to 484 on October 15, 2014 which reflects a 7 percent decrease since the previous report year. There was very little change in the number of vacant full-time positions: 26 in 2014 and 27 in 2015.
- B. Noncompetitive salaries for nursing faculty have been consistently cited as one of the top four reasons why hundreds of qualified students are not admitted to Louisiana's pre-RN licensure programs. There was an increase in the mean salaries reported by Schools of Nursing in 2014-2015 for instructors, assistant professors and associate professors. However, there was a five percent decrease in the mean salaries for professors when compared to 2013-2014. Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four year public colleges.
- C. In 2014-2015, over half (54%) of the nurse faculty in Louisiana were 51 and older. The average age of nurse faculty at retirement is approximately 62.5 years according to a report published by AACN (2014). A wave of retirements is expected within the next 10 years among faculty teaching in nursing programs across the country (AACN, 2014). One hundred and forty (18%) faculty teaching in Louisiana's pre-RN licensure programs are 61+ years compared to 136 in 2014.
- D. In 2015-16 there were 273 Practical Nurse full time faculty. This is a decrease of 4 percent compared to a 5 percent decrease in the previous year. The number of vacant

full time positions increased by 44.4% in 2015-16 compared to a 40% decrease in 2014 -15.

VI. Diversity

- A. In 2015, minorities made up 41% of the population in Louisiana (33% Black/African American, 5% Hispanic/Latino, 2% Asian and less than 1 percent were American Indian/Alaska Native, Native Hawaiian/Pacific Islander), but only 20% of the RN workforce (15% Black/African American, 1% Hispanic, 1% Asian, and less than 1 percent American Indian/Alaska Native, Native Hawaiian/Pacific Islander, and 2% Multiracial).
- B. In 2014-2015, 64% of the students enrolled in pre-RN licensure programs in Louisiana were White, 25% were Black/African American, three percent Hispanic/Latino, three percent Asian, and four percent *Other*.
- C. Men represent approximately 49% of Louisiana's population, but only 11% of the RN workforce.
- D. Over the last five years (2011-2015), the proportion of male and female students enrolled in Louisiana's pre-RN licensure programs has essentially remained unchanged with males representing 13% to 15% of the students enrolled. Between 2011 and 2015, there was a 12% decrease in the number of males enrolled in Louisiana's pre-RN licensure programs.
- E. Approximately 17% of licensed APRNs in Louisiana are minorities and 22% are males.
- F. Thirty-four percent of the students that were enrolled in APRN programs in Louisiana in 2014-2015 were minorities and 19% were male. There was a six percent increase in the number of Black/African American students enrolled, yet a decrease in the number of Hispanic/Latino and Asian students (nine percent and 25% decrease, respectively).
- G. In 2015, approximately 33% of the faculty teaching in pre-RN licensure programs were ethnic racial minorities and six percent were male.
- H. In 2016, 57.7% of the LPN workforce was White, 38.8 % were Black/African American, less than 1 percent were Hispanic/Latino, American Indian/Alaska Native, Asian, Native Hawaiian/Pacific Islander, multiracial, and other. In terms of gender, the vast majority of the LPN workforce is female (94.8 %).
- I. Approximately 57% of the students admitted to Louisiana's LPN programs in 2015-2016 were minorities. Fifty-four percent of the new admits were Black/African American, one percent was Hispanic/Latino, Asian, multiracial, and *Other*.

- J. In 2015-2016, over half (52.7%) of the graduates from LPN programs in Louisiana were minorities. Forty-nine % of the graduates were Black/African American, one percent Hispanic/Latino, American Indian, multiracial, and *Other*.

VII. Educational Preparation of the RN Workforce

- A. In 2015, 55% of Louisiana’s RN workforce held a baccalaureate or higher degree in nursing (including a doctorate in a related field) compared to 54% in 2014 and 49% in 2010. The number of RNs with DNPs has increased by 339 since 2011 (237 in 2015 compared to 54 in 2011).
- B. Between 2014 and 2015, there was a 13% increase in the number of licensed RNs reporting enrollment in post-RN programs. In 2013, two questions related to education progression were added to the licensure renewal application in an effort to capture information on education progression from licensed RNs residing in Louisiana who are enrolled in post-RN programs that are not only in Louisiana but are outside of Louisiana as well. In 2014, over 4,000 (4,219) licensed RNs residing in Louisiana indicated that they were currently enrolled in school which was equivalent to 8 percent of the 53,731 licensed RNs residing in Louisiana in 2014. Of those that were enrolled, 1,515 (36%) indicated that they were enrolled in a baccalaureate in nursing program, 1,828 (43%) were enrolled in a Master’s in Nursing program, and 579 (14%) were enrolled in various types of doctoral programs. A total of 297 (7 percent) of licensed RNs reported being enrolled in non-nursing post-graduate education programs. Due to the transition to a new online licensure renewal process in 2016, these numbers were not available for the 2016 annual report.

VIII. Nursing Support Personnel

- A. There were 48,308 NAs certified in good standing on the Certified Nurse Aide (CNA) Registry as of December 31, 2016 which represents a three percent decrease in number when compared to 2015 (49,811). There were 4,775 new CNAs in 2016 compared to 5729 in 2015 (16.5% decrease). The number of CNAs whose status changed from certified to not certified in 2016 were 4,765 compared to the 8,256 in 2015 and 4,822 in 2014.
- B. There were 225 CNAs who applied for articulated credit for entry into practical nurse programs (236 in 2014). Two hundred and sixteen CNAs were granted the credit, which represents an 8 percent increase from the previous year (200 in 2014).

Recommendations/Ongoing Initiatives

- A. Work collaboratively with the LSBN, LCN, LSBPNE, and the DHH CNA Registry to obtain, analyze, and utilize Louisiana’s nursing workforce data (APRN, RN, LPN and CNA supply, demand, education, and forecast data) to make recommendations to the HWC related to nurse supply, demand, and education capacity.
- B. Continue to support statewide initiatives that help to ensure that Louisiana has a nursing workforce that is able to meet the demand for healthcare, mirrors the

- population it serves, and provides safe, effective, high quality, culturally sensitive care to the citizens of Louisiana.
- C. Continue collaborative work with the Louisiana Action Coalition (LAC) in moving forward the following pillars of work which are based on the recommendations from the Institute of Medicine Report on the Future of Nursing: *Leading Change, Advancing Health* in Louisiana (2011):
 - a. Leadership
 - b. Practice and Care
 - c. Education
 - d. Interprofessional Collaboration
 - e. Diversity
 - D. Continue to partner with and support the activities of LAC and other stakeholders both at the state and national level to create a *Culture of Health* in Louisiana.
 - E. Facilitate the development of community-based partnerships between education, practice, and other stakeholders such as corporations, federal agencies and local funders to establish nurse residency programs across the state that will prepare new RNs and APRNs in the seamless transition from academia to practice.
 - F. Support funding initiatives that enhance and/or promote nursing education capacity, nursing supply and demand, and the ability for nursing to collaborate with other healthcare disciplines and stakeholders to improve health and healthcare in Louisiana.
 - G. Support research, incentives, and funding initiatives that enhance recruitment and retention of full-time nursing faculty with balanced workloads to meet the demands of higher education.
 - H. Conduct an ongoing assessment of the diversity of Louisiana's nursing workforce (race/ethnicity and gender) in relationship to the state's population and support initiatives that will increase the diversity of the nursing workforce.
 - I. Collaborate with nurse educators and other stakeholders to develop a process for tracking attrition and graduation rates for minority and male students enrolled in Louisiana's RN and APRN programs.
 - J. Disseminate findings of the Louisiana workforce reports and their implications for the future of nursing to stakeholders at the regional, state, and national levels.

NSDC Membership

The Louisiana State Board of Nursing
The Louisiana State Board of Practical Nurse Examiners
The Louisiana Nursing Home Association
The Louisiana State Nurses Association
The Louisiana Hospital Association

The Board of Regents
The Office of Public Health
The Louisiana Association of Independent Colleges and Universities
The Louisiana Black Nurses Organization New Orleans, Louisiana
The Louisiana Council of Administrators of Nursing Education
The Louisiana Association of Nurse Anesthetists
The Louisiana Organization of Nurse Executives
The Louisiana Association of Nurse Practitioners
The Louisiana Council of the Association of periOperative Registered Nurse Chapters
The Louisiana School Nurses Organization
The Southern University A&M School of Nursing
The President of the Louisiana Community and Technical College System or his designee

The data used in this report was taken from reports completed by the Louisiana State Board of Nursing (<http://lcn.lsbn.state.la.us/Portals/0/Documents/2015NurseEdCapacity.pdf>) and the Louisiana State Board of Practical Nurse Examiners. The NSDC 2016 Annual Report is posted on the Boards and Commission website at the following link:

<http://doa.louisiana.gov/boardsandcommissions/viewMeetingMinutes.cfm?board=23>